

NALTO<sup>®</sup> National Association  
of Locum Tenens  
Organizations

NAPR & NALTO<sup>®</sup> 2016  
*Annual*  
CONVENTION

*on-site Program*

March 2-4, 2016 • Gaylord Palms Resort & Convention Center • Kissimmee, Florida

# WELCOME TO FLORIDA!



**Craig Fowler,**  
**NAPR President**

## NAPR & NALTO® 2016 Annual Convention



**Melissa Byington,**  
**NALTO® President**

Greetings to our fellow members and friends! We would like to personally welcome you to the NAPR & NALTO® 2016 Annual Convention here in beautiful Florida! This is a premier event for exceptional learning opportunities and networking with colleagues. With the recent and continual changes in the nation's healthcare landscape, it is essential for all of us to be on the cutting edge of educational information.

Our convention offers you the chance to LEARN essential skills, STAY in sunny Florida, and PLAY at our many networking events! This year's convention committee has addressed our everyday trepidations with two phenomenal keynote speaker sessions with Story Musgrave, NASA astronaut and trauma surgeon, and Stacey Donovan-Zapar, social recruiting and sourcing strategist.

Our program will fit your learning style with a variety of speakers, round table discussions, panelist Q&A sessions, and much more! We hope you will find this convention to be an abundant resource to help you gain a bigger perspective in what you do every day.

Thanks to the convention committee for an amazing experience for all. We would also like to thank our sponsors, exhibitors, and the attendees for making our convention one for the ages. On behalf of the NAPR and NALTO® Boards of Directors we hope you have a successful convention.

Sincerely,

Craig Fowler  
NAPR President

Melissa Byington  
NALTO® President

## NAPR & NALTO® CONVENTION COMMITTEE

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# MEET OUR THURSDAY & FRIDAY KEYNOTE SPEAKERS

## THURSDAY, MARCH 3



**Story Musgrave, MD, Medical Excellence: The Physician as a Mission**

Story Musgrave was born in 1935 on a dairy farm in Stockbridge, MA. He was in the forests alone at 3 and by 5 floated his homebuilt rafts on the rivers. He rode combines at 5, drove trucks and tractors at 10 and when alone in remote fields repaired them by 13.

He never finished school, ran off to Korea with the U. S. Marines where he was an aircraft electrician and engine mechanic. He started flying with the Marines and over the next 58 years accumulated 18,000 hours in over 160 aircraft. He is a parachutist with over 800 freefalls.

He has 6 graduate degrees in math, computers, chemistry, medicine, physiology, and literature. He has been awarded 20 honorary doctorates. He was a part-time trauma surgeon for the duration of his astronaut career.

He was a NASA astronaut for over 30 years and flew on six spaceflights. He performed the first shuttle spacewalk on Challenger's first flight, was a pilot on an astronomy mission, conducted two classified DOD missions, was the lead spacewalker on the Hubble Telescope repair mission and operated an electronic chip manufacturing satellite on Columbia. He was the communicator in mission control for 25 missions.

Today he is a producer/director of multimedia, a landscape architect, a heavy equipment operator, an innovator with Applied Minds Inc, and a professor of design at Art Center College of Design in Pasadena, CA. Story also performs multimedia corporate presentations on the topics of design driven innovation, project management, operations, human performance, reliability, quality and safety.

He has 7 beautiful children: Lorelei, Scott, Holly, Todd, Jeff, Lane and Story, ranging from age 55 to 8 years, 3 beautiful grandchildren, and a beautiful wife, Amanda.

Keynote Session Sponsored By:



## FRIDAY, MARCH 4



**Stacey Donovan-Zapar, Employer Branding & Candidate Engagement: What You NEED to Know Now**

Stacy Donovan Zapar is an 18-year recruiting veteran for Fortune 500 tech companies and Founder of Tenfold, a boutique recruitment strategy, training and consulting firm advising top brand clients such as Zappos, TripAdvisor, Booking.com and Greenhouse Software

on talent acquisition strategies specific to employer branding, social recruiting, talent attraction, sourcing, candidate engagement, HR technologies, candidate experience, employee engagement, company culture and more.

Stacy is the Most Connected Woman on LinkedIn since 2008 with more than 40,000 1st-level connections, making her the #5 most connected person out of 380 million members worldwide. She was named 2015 Trendsetter of the Year for Talent Acquisition by SHRM's HR Magazine for her leadership of the Zappos Insider initiative and has been featured in *The Washington Post*, *Harvard Business Review*, *Forbes*, *Entrepreneur*, *Fortune*, *Huffington Post*, *Business Insider*, *Business Review Weekly*, and many other publications. Her own blog has more than one million views.

She is an advisory board member for multiple HR tech companies, served as Technical Editor for Wiley's LinkedIn Marketing: An Hour a Day, is #6 on Huffington Post's Top 100 Most Social HR Experts on Twitter and #5 on ERE's 50 People Most Mentioned by Recruiters on Twitter. Feel free to connect with Stacy on LinkedIn and Twitter at @StacyZapar.

Keynote Session Sponsored By:



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# GENERAL INFORMATION

## ADDITIONAL TICKETS

Admission to all sessions will be by badge only. Spouses who are not registered for the entire Convention may purchase a ticket for any of the social events. A limited number of additional tickets may be purchased at the NAPR & NALTO® Registration Desk. Remember, no ticket, no entry! **NAPR & NALTO® cannot purchase or refund unused event tickets.**

## ANTI-RECRUITMENT POLICY

All NAPR & NALTO® educational meetings are designed to enhance your professional knowledge. NAPR & NALTO® meetings are not for the purpose of luring away employees or clients from other physician recruiting organizations. The NAPR and NALTO® Boards of Directors believe that each attendee is morally bound to refrain from such “pirating” activities during this meeting.

## ATTIRE

To promote a more relaxed atmosphere for learning, networking, and enjoyment, business casual dress is encouraged for the entire Convention.

## BADGES

Be sure to wear your badge at all times during the meeting. Admission to all events will be by badge only. (Social events require tickets.) Exhibitors, speakers, sponsors, Board members, NAPR and NALTO® members, and “First Timers” will have identification ribbons on their badge.

## CHECK-OUT TIME

Check-out time at the hotel is 11:00 a.m. If you wish to arrange late check-out, please contact the hotel’s reservations department immediately.

## EXHIBITS/DRAWINGS

You are encouraged to visit each exhibitor in the exhibit hall. Please take time to thank each exhibitor for attending and supporting the associations. Convention attendees who complete who complete the Exhibit Hall game on the event app by 12:00 noon on Friday will be eligible for door prize drawings. Winning attendees will be drawn on Friday, March 4, 2016, at the Box Lunch with Exhibitors. You must be present to win.

Exhibit hours are:

Wednesday, March 2.....	6:30	p.m.	-	7:30	p.m.
Thursday, March 3.....	8:00	a.m.	-	4:00	p.m.
Friday, March 4 .....	8:00	a.m.	-	1:30	p.m.

## FIRST TIMERS

Let’s all watch for those wearing the “First Timer” ribbon so we can give them a warm NAPR & NALTO® welcome.

## IMPORTANT NOTICE

The content of this Convention reflects the views of the speakers and does not necessarily represent the position of NAPR & NALTO®. Neither NAPR & NALTO® nor their officers, members or staff assume responsibility or liability for the accuracy of information presented or the appropriateness of its use with specific clients. Each attendee is advised to make an independent judgment regarding the content and use of this information.

## MEETING ROOM INFORMATION

Signs will be posted at the entrance to each function. An interactive venue map is also available on the event app.

## NAPS CREDIT

In order to receive NAPS (National Association of Personnel Services) Continuing Education credits, send a copy of the program and your certificate to NAPS Headquarters at P.O. Box 2128, Banner Elk, NC 28604.

# GENERAL INFORMATION

## REGISTRATION DESK

The NAPR & NALTO® Registration Desk will be open during the following hours:

Wednesday, March 2.....	2:00	p.m.	-	7:00	p.m.
Thursday, March 3.....	7:30	a.m.	-	5:00	p.m.
Friday, March 4.....	7:30	a.m.	-	1:30	p.m.

## SPOUSES

Spouses who are registered for the Convention are welcome to attend any of the sessions. This gives your spouse an excellent opportunity to better understand your profession as well as to make lasting friendships with other spouses and recruiters. Social functions require tickets.

## STATEMENT ON ANTITRUST

NAPR and NALTO® support free enterprise and both organizations comply with all laws, including antitrust laws.

During your discussions, NAPR & NALTO® advise you of the following guidelines:

1. Do not discuss current or future prices.
2. Do not discuss what is a fair profit level.
3. Do not discuss price adjustments.
4. Do not discuss mark-ups or discounts.
5. Do not discuss credit terms.
6. Do not discuss wage rates.
7. Do not discuss activities of competitors.
8. Do not discuss market allocations.
9. Do not discuss refusing to deal with customers.

## PHOTOGRAPHIC IMAGERY AND VIDEO

By registering and attending the NAPR & NALTO® Annual Convention, attendees agree and permit the association's use of any and all photographic imagery and video.

## YOUR FEEDBACK IS IMPORTANT!

Your feedback on the sessions and your suggestions for future programs are very important to NAPR and NALTO®. Please take the time to complete the Convention Evaluation Survey on our event app.

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Contact Rhonda Truitt at 443-512-8899, Ext. 106 or email [rhonda.truitt@wt-group.com](mailto:rhonda.truitt@wt-group.com)

Ask about additional premium branding and advertising opportunities at the AAP Career Center Kiosks in the exhibit hall booths at both shows.

\*Register for both events and receive a 10% discount.



# NAPR & NALTO® 2016 ANNUAL CONVENTION

## TUESDAY, MARCH 1, 2016

9:00	a.m.	-	5:00	p.m.	NAPR Board Meeting <i>St. George #104</i>
4:00	p.m.	-	7:00	p.m.	NALTO® Board Meeting <i>St. George #106</i>

## WEDNESDAY, MARCH 2, 2016

8:00	a.m.	-	2:00	p.m.	Business Networking Golf Tournament <i>Celebration Golf Course</i>
11:00	a.m.	-	1:00	p.m.	NAPR/NALTO® Networking Spa Retreat <i>Relache Spa</i>
2:00	p.m.	-	7:00	p.m.	Registration Open <i>Sun Registration</i>
4:00	p.m.	-	5:00	p.m.	<b>NAPR RECRUITING 101: EVERYTHING YOU NEED TO KNOW TO BE A GREAT RECRUITER!</b> <i>Daytona</i>
5:00	p.m.	-	6:00	p.m.	<b>NAPR 2.0: HOW TO GET THE MOST OUT OF YOUR MEMBERSHIP</b> <i>Daytona</i>
5:00	p.m.	-	6:00	p.m.	<b>NALTO® NEW MEMBER TRAINING SESSION</b> <i>Captiva</i>
6:00	p.m.	-	6:30	p.m.	NALTO® New Member Reception <i>Captiva</i>
6:00	p.m.	-	6:30	p.m.	NAPR New Member & Committee Reception <i>Daytona</i>
6:30	p.m.	-	7:30	p.m.	NAPR & NALTO® Presidents' Welcome Reception & Exhibit Hall Grand Opening <i>Sun A</i> Sponsored by: HEALTHeCAREERS

## THURSDAY, MARCH 3, 2016

7:30	a.m.	-	5:00	p.m.	Registration Open <i>Sun Foyer</i>
8:00	a.m.	-	4:00	p.m.	Exhibit Hall Open <i>Sun A</i>
8:00	a.m.	-	8:30	a.m.	Continental Breakfast With Exhibitors <i>Sun A</i> Sponsored by: DMD
8:30	a.m.	-	9:00	a.m.	Welcome and Introductions <i>Sun B</i>

# NAPR & NALTO® 2016 ANNUAL CONVENTION

THURSDAY, MARCH 3, 2016 (CONT.)

9:00	a.m.	-	10:30	a.m.	<p><b>MEDICAL EXCELLENCE: THE PHYSICIAN AS A MISSION</b>            Speaker: Story Musgrave, MD, Kissimmee, FL  <i>Sun B</i>            Sponsored by: Practicelink</p>
10:30	a.m.	-	11:00	a.m.	<p>Refreshment Break With Exhibitors  <i>Sun A</i>            Sponsored by: DMD</p>
11:00	a.m.	-	12:00	p.m.	<p><b>THE INTERSTATE MEDICAL LICENSURE COMPACT: A PROGRESS REPORT</b>            Speaker: Ian Marquand, Interstate Medical Licensure Compact Commission, Helena, MT  <i>Sun B</i></p>
11:00	a.m.	-	12:00	p.m.	<p><b>MEDICAL STAFF DEVELOPMENT PLANNING: THE CORNERSTONE FOR SUCCESSFUL PHYSICIAN RECRUITMENT</b>            Speaker: David Andrick, CMSR, FMSD, FASPR, Wilson Health, Sidney, OH  <i>Daytona</i></p>
11:00	a.m.	-	12:00	p.m.	<p><b>IMMIGRATION ROUNDTABLE: 3 ATTORNEYS FOR THE PRICE OF REGISTRATION</b>            Speakers: Jan Pederson, JD, Maggio-Kattar, PC, Washington DC; Greg Siskind, JD, Siskind Susser, PC, Memphis, TN; and Ann Massey, Badmus, Cowles &amp; Thompson, PC, Dallas, TX  <i>Captiva</i></p>
12:00	p.m.	-	1:00	p.m.	<p>NAPR Business Meeting  <i>Captiva</i></p>
12:00	p.m.	-	1:00	p.m.	<p>NALTO® Business Meeting  <i>Sun B</i></p>
1:00	p.m.	-	2:00	p.m.	<p>NAPR/NALTO® Networking Luncheon &amp; Exhibitor Introductions  <i>Sun C</i>            Sponsored by: MMS</p>
2:00	p.m.	-	3:30	p.m.	<p><b>NAPR/NALTO® NETWORKING EVENT: SHARING EXPERIENCES AND IDEAS</b>  <i>Sun B</i></p>
3:30	p.m.	-	4:00	p.m.	<p>Refreshment Break With Exhibitors  <i>Sun A</i>            Sponsored by: Siskind Susser</p>
4:00	p.m.	-	5:00	p.m.	<p><b>A PHYSICIAN PANEL PERSPECTIVE ON YOUR ADVERTISING IMPACT: PART 2 A CONTINUATION FROM THE 2015 ANNUAL CONVENTION</b>            Speakers: Aunali Khaku, MD, Orlando, FL; Chaker Dahan, MD, Windermere, FL; Ike Ilochonwu, MD, Houston, TX; Cyndi Eaton, MD, Orlando, FL; Dale Newton, MD, Genesis International Medical Service, Kissimmee, FL; Madhusudhan Banda, MD, Orlando, FL; and Mitchell Austin, MD, Venice, FL  <i>Sun B</i></p>
6:00	p.m.	-	9:00	p.m.	<p>Evening Event  <i>Castillo Fort</i></p>

# NAPR & NALTO® 2016 ANNUAL CONVENTION

FRIDAY, MARCH 4, 2016

7:30	a.m.	-	1:30	p.m.	Registration Open <i>Sun Registration</i>
8:00	a.m.	-	8:30	a.m.	Continental Breakfast With Exhibitors <i>Sun A</i> Sponsored by: DMD
8:00	a.m.	-	1:30	p.m.	Exhibit Hall Open <i>Sun A</i>
8:30	a.m.	-	9:30	a.m.	<b>EMPLOYER BRANDING &amp; CANDIDATE ENGAGEMENT: WHAT YOU NEED TO KNOW NOW</b> Speaker: Stacy Donovan-Zapar, Tenfold, Encinitas, CA <i>Sun B</i> Sponsored by: New England Journal of Medicine
9:30	a.m.	-	10:30	a.m.	<b>EVERYTHING YOU WANT TO KNOW ABOUT LOCUM TENENS BUT WERE AFRAID TO ASK</b> Speakers: Greg Pine, Weatherby; Tony Rico, Jackson & Coker, Atlanta, GA; John Daniel, Maxim Physician Resources, Dallas, TX; and James Heil, Delta Locum Tenens, Dallas, TX <i>Sun B</i>
					<b>NAPR INDUSTRY TRENDS SURVEY &amp; MGMA STARTING SALARY SURVEY: HOW TO UTILIZE THEM TO RUN YOUR BUSINESS, BE MORE COMPETITIVE AND IMPROVE YOUR RESULTS!</b> Speakers: Martin Osinski, MBA, CVA, American Medical Consultants, Palmetto Bay, FL; Rachel Weber, MGMA, Englewood, CO <i>Gainesville</i>
					<b>CREATING "ALL IN" CUSTOMERS</b> Speaker: Jeff Bowling, The Delta Companies, Dallas, TX <i>Captiva</i>
10:30	a.m.	-	11:00	a.m.	Refreshment Break With Exhibitors <i>Sun A</i> Sponsored by: DMD
11:00	a.m.	-	12:30	p.m.	<b>SOCIAL MEDIA: BEST PRACTICES FOR BRANDING AND CONNECTING WITH PHYSICIANS</b> Speakers: Joe Kleine, MBA, Doximity, San Francisco, CA; Kevin Ramirez, LinkedIn, New York, NY; Stacy Donovan-Zapar, Tenfold, Encinitas, CA <i>Sun B</i>
12:30	p.m.	-	1:30	p.m.	Box Lunch & Drawings With the Exhibitors <i>Sun A</i> Sponsored by: Main Sequence Technology
1:30	p.m.				Convention Adjourns

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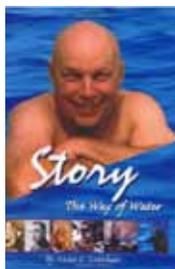
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Be sure to visit us while at NAPR/NALTO and pick up a copy of the book about keynote speaker Story Musgrave, *Story: The Way of Water*. Musgrave will be in the PracticeLink booth after his speech for a meet and greet, so be sure to get your book signed!



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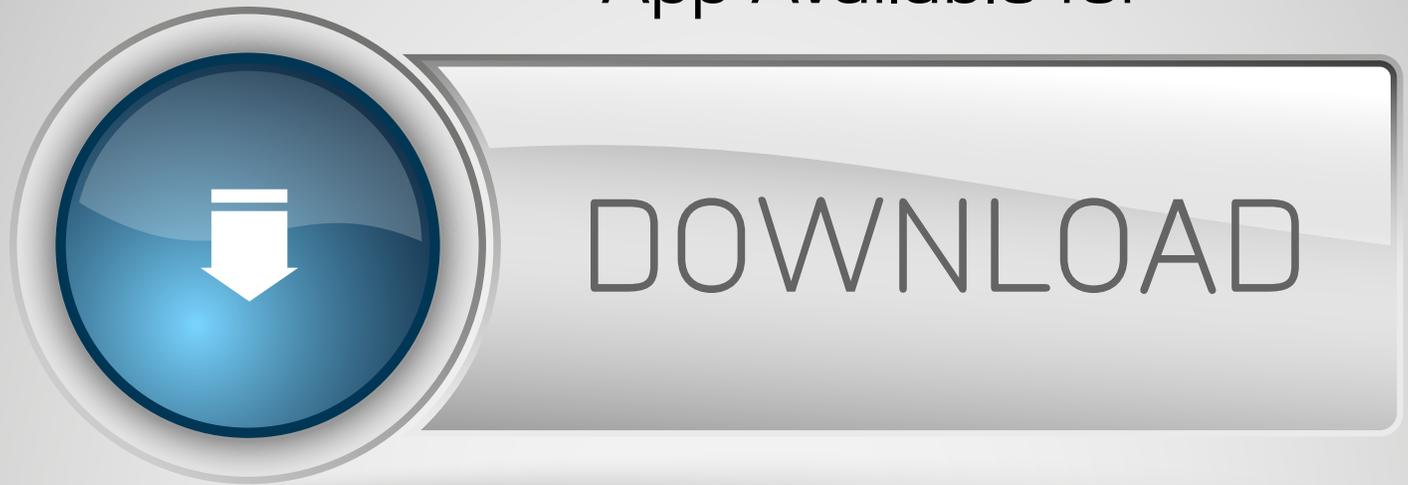
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- 1)** Download GUIDEBOOK from the Apple Store or Google Play Store
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# Mark Your Calendar



## **NAPR/NALTO® 2017 ANNUAL CONVENTION**

February 22 - 24, 2017

Hilton La Jolla Torrey Pines, La Jolla, CA

More information and the preliminary program  
will be posted on the NAPR and NALTO®  
websites when available.

[www.napr.org](http://www.napr.org) | [www.nalto.org](http://www.nalto.org)